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ABSTRACT

The number of health workers in Charlotte is inadequate. A local survey reported approximately 10 0/0 of total positions to be vacant. In an effort to help meet the critical manpower needs of the area, the Health Manpower Committee made these recommendations: existing local programs for registered nurses should continue to work toward increasing their annual number of graduates by 75 0/0; the baccalaureate program in nursing of the University of North Carolina at Charlotte should be expanded to 80 graduates per year; Central Piedmont Community College should expand its facilities and staff and expand its Licensed Practical Nurses program to 140 students per year; other health training programs need to be expanded; the existing health career informational program needs to be strengthened; and institutions employing health workers should intensify efforts at continuing education for employees. (SC)

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REPORT OF HEALTH MANPOWER COMMITTEE

HEALTH AND HOSPITAL COUNCIL
121 E. THIRD STREET
CHARLOTTE, NORTH CAROLINA

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301 S. BREVARD ST.
CHARLOTTE, N. C.
28202
372-7170

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Mr J Means
Jim - Let's discuss.
Earl

July 2, 1971

Mr. Earl O. Wright
Department of Health, Education, and Welfare
Region IV
50 7th Street N. E.
Atlanta, Georgia 30323

Dear Earl,

I'm attaching a copy of our first manpower study. We plan to re-write it next year and I would appreciate any suggestions you may have, as well as copies of more extensive studies from other communities. This study led to the implementation of recommendation #5 which is a major step forward in this area.

Sincerely,

Grant Hurst

GH/es
Enc.

DHEW-PHS-OCHP
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Suite 721, Doctors Building

THE HEALTH AND HOSPITAL COUNCIL

REPORT OF HEALTH MANPOWER COMMITTEE

We are at a time in the rapid growth and development of this region that many of our services and systems are strained by increasing needs of our citizens. This is especially true in the area of health services.

Scientific knowledge and technology are providing the means for improving the health of every member of our society and education is making people more aware of the necessity for good health. The provision of this health care and protection depends on the individuals who are engaged in the health occupations - their training, utilization and the organizations and institutions in which they work.

In Charlotte and across the country our number of health workers is inadequate. According to a recent survey local hospitals reported a total of 345 vacant positions, or approximately 10% of the total positions. There were 240 vacancies in professional categories and 105 vacancies in technical and other categories. The greatest number of vacancies occurred in the following classifications:

Professional Nurses.....68

Nursing Aides, Orderlies and Attendants.....61

Secretarial and Clerical 49

Licensed Practical Nurses 36

Housekeeping 26

The greatest percentage of unfilled positions occurred in the following classifications:

	Total Positions	Total Vacancies	% Unfilled Positions
Inhalation Therapists	10	4	40%
Medical Record Technicians	10	3	30%
Medical Technologists	65	14	22%
Cytotechnologists	12	2	17%
Dieticians	19	3	16%
Physical Therapists	13	2	15%
Licensed Practical Nurses	300	36	12%
Registered Nurses	776	68	9%

Shortages of personnel were reported in the Health Department. Mental Health Center and a variety of other health agencies. In addition a number of auxiliary health workers will be needed in new and expanded programs by 1975. For example, proposed new hospital facilities probably will require additional staff of almost 1,000 before 1980. New programs to train various types of community health workers have been started and more will be needed as comprehensive studies of the health care needs of our citizens are completed.

Even though employing agencies are making efforts to assign employees as effectively and efficiently as possible, continued study of

the utilization of health manpower will be essential in the years ahead. Increased coordination and cooperation between providers of health services so that manpower can be utilized as effectively as possible must be a major goal of this community.

In an effort to help meet the critical health manpower needs of this area now and to make some provision for the years ahead, the following recommendations have been developed by the Health Manpower Committee:

1. Existing local programs for registered nurses should continue to work toward increasing their annual number of graduates by 75% as recommended in the Hamilton Report of 1966. At the same time, the programs should maintain a high quality level and explore ways to improve their effectiveness and efficiency.

According to a study of the North Carolina Board of Higher Education in December 1967, the number of nurses in the state must be increased by at least 40% - preferably 60% - by 1975. The Hamilton Report recommended that Charlotte institutions increase the number of nurse graduates by 75% by 1981. This greater rate of increase would be necessary primarily because of the rapid population growth, growing utilization of Charlotte as a regional medical center, and the fact that many nurses who are trained in Charlotte accept employment elsewhere. The addition of approximately 500 new hospital beds and several hundred long term care beds in the 1970's will provide needed facilities for

clinical experience of students, but also will require a rapid increase in the number of graduates prior to 1975. The current and proposed number of graduates for local schools are indicated below:

	1965	1966	1967	1968	1969*	1971	1981
Mercy	26	18	29	39	33	50	70
Presbyterian	58	55	72	54	63	70	70
Memorial	47	47	-	-	-	-	-
C. P. C. C.	-	-	29	22	30	105	150
U. N. C.-C.	-	-	-	3	12	30	80
	131	120	130	118	138*	255	370

* estimated

2. The University of North Carolina at Charlotte should make immediate plans to expand the baccalaureate program in nursing so that the goal of 80 graduates per year can be attained as soon as possible.

The present faculty and facility is not adequate to expand the program materially. Since the baccalaureate program is the only source for potential nursing faculty, and a principal source for potential administrative nurses, it is essential that the annual number of graduates increase to 80 before 1980. Necessary funds should be budgeted so that this expansion can be planned and implementation can begin in 1972.

3. Central Piedmont Community College should make immediate plans to expand so the existing program for Licensed Practical Nurses can graduate 140 students annually by 1975.

The present program for Licensed Practical Nurses at Central Piedmont Community College will graduate approximately 50 students in 1969. This number is not adequate in view of the present shortage in Mecklenburg. The situation will become acute in the future since it is anticipated that practical nurses will assume more technical functions of the registered nurse, they may be employed more extensively in physicians' offices and they may displace some private duty registered nurses.

The Surgeon General's Consultant Group on Nursing has set a feasible goal of a ratio of 51 practical nurses to 100 registered nurses. If this goal is to be attained in Mecklenburg, a minimum of 180 students should be graduated annually in the 1980's.

4. The number of graduates from other health training programs are inadequate to meet current local needs and all existing hospital and other programs need to be continued and expanded wherever feasible.

Several local training programs could enroll more students easily, particularly in the areas of medical technology, X-ray technology and medical secretary training.

The number of vacant positions in local agencies indicates the need for expanded enrollment in existing programs, as well as the establish-

ment of new ones. As gaps in health services are identified, it is likely that many new types of workers will be needed.

5. Central Piedmont Community College should make necessary plans to expand their facilities and staff to enable the college to more adequately meet present and future needs for health personnel in the area.

The college should work in close cooperation with hospitals that are conducting various programs to avoid duplication and, where possible and appropriate, to transfer basic responsibility for the programs from hospitals to the college. A shortage of faculty, facilities and funds to prepare an adequate number of health workers is a problem facing the entire country as well as this area. A number of institutions are developing health training centers where faculty and facilities can be used as effectively as possible. This facilitates the development of a "core curriculum," flexible laboratories and classrooms, and the ability to experiment with both new and old training programs. Maximum advantage could be taken of the New Careers program and the growing number of manpower development programs that are financed by various federal, state and local agencies. This approach to education of health workers should be considered by Central Piedmont Community College and financing sought for necessary facilities and faculty. Appropriate advisory committees of employers and health professionals should be organized to assist in planning and coordination.

6. Health Careers for Mecklenburg, a program to inform students, teachers, parents and the entire community about career opportunities in the health field needs to be continued and strengthened.

There are more than 200 careers in the health field and many of these are virtually unknown to the community. A continuing program of education is essential if people are to become aware of these job opportunities. The Health Careers for Mecklenburg program is financed principally by local hospitals and is a vital part of the total effort to meet the health needs of the area.

7. All institutions and agencies that employ health workers should intensify their efforts to make continuing education opportunities available to their employees.

Existing resources such as the institutions of higher learning, the Regional Medical Program and various programs offered by professional groups should be expanded, strengthened and coordinated in such a way that maximum benefits can be received by health workers who find it difficult to leave the community for educational experiences. Employers should review their in-service education programs in order to assure this.